

Child Welfare Training Institute
Training Course Descriptions
DHS Foster Care

- 1. Foster Care Orientation** – This half-day training introduces the Foster Care Trainees to the 8-week training format. An overview is given concerning the specific areas that will be trained and who will be training them. Expectations of the Trainee as it relates to their conduct and participation are also explained during this session.
- 2. Engaging Children & Families** – This day and a half training is designed to develop skills that will assist Foster Care Workers to have productive communications with families by drawing the client into positive and effective interactions. These engagement skills will encourage the families to become active participants in the development of their own well being. Participants will be trained in solution-focused/strength based skills as well as cultural diversity, child development and attachment/separation. The environment as well the materials, reflect a home setting which was developed to make appropriate connections with what is being taught in the classroom to what is experienced in the field.
- 3. Childhood Trauma** – This half-day training is designed to expand the Foster Care Workers understanding of the impact of both prenatal and postnatal trauma on development and its implications on child welfare. It also provides a framework for interventions.
- 4. Medical Findings** – This half- day training is designed to provide Foster Care Workers with the knowledge of possible physical indicators of child abuse. Participants will be exposed to multiple visual aides of different forms of abuse, and/or accidental injuries that resemble abuse. This program is in collaboration with The University of Michigan Child Protection Team.
- 5. Sexual Abuse** - This daylong training is designed to provide Foster Care Workers the basic understanding of children who have been sexually abused. Participants will discuss the legal definition of sexual abuse and will learn to identify the characteristics of child victims, perpetrators, non-offender caretakers, grooming behaviors and sex offender typology. Through the identification of such characteristics, participants will be able to seek the appropriate treatment for their clients.
- 6. Domestic Violence** - This half-day training is designed to provide Foster Care Workers the skills and knowledge needed to recognize and understand the dynamics involved in domestic violence situations. It will also provide information on when to make referrals to shelters and other specialized resources to help victims assess lethality and develop safety plans for themselves and their children.

- 7. FC Legal Process** – This is a two-day training that explains the law as it relates to child welfare. The Child Protection Law, court hearings, legal terminology, testimonial etiquette, petition writing, etc, are explained in detail. The Trainee participates in activities to help them retain the information presented.
- 8. On line Manual (OLM)** – Foster Care Workers are given the opportunity to learn how to utilize On Line Manuals and gain knowledge of policy. The worker will access policy through the use of On Line Manuals.
- 9. Forensic Interviewing** – This half day training is designed to provide Foster Care Workers with the skills and knowledge necessary to conduct interviews with children. Workers will be able to obtain a statement from a child, in a developmentally sensitive, unbiased and truth-seeking manner. Forensic interviewing protocol will be trained and there will also be opportunities to practice forensic interviewing skills in a supported environment.
- 10. Entry into Care** – This topic area covers various aspects of children entering the Foster Care System. Topics cover areas such as the emotional and social aspects of children in foster care as well policy requirements, Transfer from CPS to Foster Care, Grief and Loss, Working with a Child Who is New to Foster Care, Permanency Planning, Child Development and Attachment.
- 11. Structured Decision Making (SDM)** – Trainees are introduced to SDM forms that are used to identify the needs and strengths of families, document case activity, address barriers to reunification and put in place the tools that will help stabilize a family unit and establish permanency for the children. Trainees will complete an ISP (Initial Services Plan) and USP (Updated Services Plan) as well as the corresponding FANS (Family Assessment of Needs and Strengths), CANS (Child Assessment of Needs and Strengths), and PATP (Parent Agency Treatment Plan and Services Agreement) based on a fictional case scenario provided to them. Other SDM documents such as the Permanent Ward Service Plan, Action Summary, Safety Assessment and Reunification Assessments are also trained. The SWSS FAJ –CMS (Service Worker Support System Foster Care Adoption Juvenile Justice Case Management System) will be used to enter data for service planning and case opening.
- 12. Indian Child Welfare Act (ICWA)** - This half-day training will provide Foster Care Workers a historical overview of federal laws and policies affecting Native American children and families from a tribal and state perspective and will address policy and procedures enforced by ICWA. DHS policy specific to ICWA will also be addressed.

- 13. Working Safe Working Smart** – This day long training is designed to promote safety awareness in the workplace. It focuses on interaction between staff and external clients while providing practical tips to plan and ensure safety. Visual aids will be provided to ensure participants are able to identify possible threats to safety and when assistance is necessary it can be accessed quickly. Participants will be provided some suggestions of tools and techniques to defuse hostile behavior.
- 14. Legal Testify (Mock Trial)** - This day long training is developed to prepare the Foster Care Trainee for court trial experiences. The Trainee testifies to the fictional case they worked on during the 8-week training. They will participate in an Initial Dispositional Hearing and a Dispositional Review Hearing. Trainees observe the court process as it relates to CPS and the removal petition as well to get a full spectrum of the removal process.
- 15. Time Management** – This training module is designed to provide Foster Care Workers the skills and knowledge necessary to effectively manage use of time, Helpful tips and techniques are given to enhance the Workers current level of functioning with suggestions being offered to turn weaknesses into strengths in time management skills.
- 16. Independent Living** - A half day training that gives the Foster Care Trainee insight into the specifics of their role when working with youth 14 and older. Legal responsibilities, policy requirements and YIT (Youth In Transition) are discussed at length. An abundance of resources are provided to the trainee to assist them in this area.
- 17. Bring in the Customers** – This training provides the Foster Care Workers an opportunity to hear real life experiences from people who were victims of child abuse and/or neglect and are a product of the foster care system. The presenters have various age ranges, cultural backgrounds and socioeconomic status. They will give an in depth account of their personal experiences and how it relates to the current child welfare system.